

West Virginia Retiree Health Benefit Trust Fund and PEIA Finance Board Meeting

Thursday, December 7, 1:00 p.m.

Canaan Valley Room 1041, DEP Building, 601 57th Street, SE Charleston, WV 25304

Agenda

- Roll Call
- Call to Order
- Approval of Minutes
- Discuss FY 2019 Finance Plan
- Public Comments
- Vote on FY 2019 Finance Plan
- Old Business
- New Business
- Next Meeting March 22, 2018

Roll Call

John Myers, Chairman

Members:

- Lee Diznoff
- ☐ Jason Myers
- Amanda Meadows
- ☐ Jared Robertson
- Ray Whiting
- ☐ William "Bill" Milam
- Michael T. Smith
- ☐ Geoff Christian

Approval of Minutes

October 19, 2017

John Myers Chairman



Discussion of PEIA Public Hearings November 2017

Benefits for Plan Year 2019
Calendar 2019 for Medicare Retirees
July 1, 2018 – June 30, 2019 for all others



PEIA Public Hearings November 2017

Benefits for Plan Year 2019
Calendar 2019 for Medicare Retirees
July 1, 2018 – June 30, 2019 for all others

Non-State Proposal

- 2% Rate Increase
 - Recommendation: 0% rate increase
- Remove pharmacy deductible (plan A, B, D)
 - Recommendation: Keep the pharmacy deductible as is
- Change pharmacy 2nd tier, Preferred Brand, from \$25/\$30 to 30% coinsurance (\$25 minimum, \$100 maximum per 30-day script)
 - 90-day supply of Preferred Brand would be 30% coinsurance (\$50 minimum and \$200 maximum
 - Recommendation: Change 2nd Tier, Preferred Brand from \$25/\$30 to 20%
 Coinsurance (\$25 minimum, \$50 maximum per 30-day script or \$50 minimum, \$100 maximum for a 90-day script)

Active State Employee Proposal

- .5% Rate Increase
 - Recommendation: Yes, required for 80/20 rule
- Remove pharmacy deductible (plan A, B, D)
 - Recommendation: Keep the pharmacy deductible as is
- Change pharmacy 2nd tier, Preferred Brand, from \$25/\$30 to 30% coinsurance (\$25 minimum, \$100 maximum per 30-day script)
 - 90-day supply of Preferred Brand would be 30% coinsurance (\$50 minimum and \$200 maximum
 - Recommendation: Change 2nd Tier, Preferred Brand from \$25/\$30 to 20% Coinsurance (\$25 minimum, \$50 maximum per 30-day script or \$50 minimum, \$100 maximum for a 90-day script)
- Move from 10 to 3 salary tiers, deductibles, and out-of-pockets
 - Recommendation: Revise the salary tiers based on public comments to 5 salary index codes
- Use total family income if spouses are covered
 - Recommendation: Yes, and move to 4 tiers of coverage
- Pay by Person
 - Recommendation: No

Current Structure

2018		Pian A	Plan B	Plan C	Plan D
		FY 2018	FY 2018	FY 2018	FY 2018
		Single Coverage	Single Coverage	Single Coverage	Single Coverage
Salary Range	Ĭ	Monthly Premium	Monthly Premium	Monthly Premium	Monthly Premium
Single Coverage	ĺ	Standard	Standard	Standard	Standard
\$ -	\$ 20,000	\$64	44	85	\$53
20,001	30,000	\$81	50	85	\$68
30,001	36,000	\$88	53	85	\$75
36,001	42,000	\$94	55	85	\$79
42,001	50,000	\$109	61	85	\$93
50,001	62,500	\$132	71	85	\$112
62,501	75,000	\$146	78	85	\$124
75,001	100,000	\$176	90	85	\$149
100,001	125,000	\$219	127	85	\$186
125,001	+	\$249	150	85	\$212
Employer Premium		\$465	\$ 329	\$ 384	\$ 399

		Employee & Children Coverage			
Salary Range		Monthly Premium	Monthly Premium	Monthly Premium	Monthly Premium
Employee/Child		Standard	Standard	Standard	Standard
\$	\$ 20,000	\$127	74	182	\$106
20,001	30,000	\$151	83	182	\$126
30,001	36,000	\$160	87	182	\$134
36,001	42,000	\$174	91	182	\$145
42,001	50,000	\$208	113	182	\$175
50,001	62,500	\$250	146	182	\$211
62,501	75,000	\$283	166	182	\$238
75,001	100,000	\$346	208	182	\$293
100,001	125,000	\$410	262	182	\$347
125,001	+	\$467	302	182	\$397
Employer Premium		579	\$ 414	\$ 483	\$ 501

		Family Coverage	Family Coverage	Family Coverage	Family Coverage
Salary Range		Monthly Premium	Monthly Premium	Monthly Premium	Monthly Premium
Family		Standard	Standard	Standard	Standard
-	\$ 20,000	\$185	\$118	\$304	\$149
20,001	30,000	\$234	\$145	\$304	\$192
30,001	36,000	\$261	\$159	\$304	\$215
36,001	42,000	\$291	\$175	\$304	\$239
42,001	50,000	\$341	\$207	\$304	\$283
50,001	62,500	\$409	\$251	\$304	\$341
62,501	75,000	\$442	\$275	\$304	\$369
75,001	100,000	\$528	\$343	\$304	\$443
100,001	125,000	\$646	\$431	\$304	\$544
125,001	+	\$747	\$499	\$304	\$630
Employer Premium		946	\$ 673	\$ 784	\$ 815

FAMILY with EMPLOYEE SPOUSE POLICY TIER WILL NO LONGER BE AVAILABLE

Single										Single Cov	verage				
Employ	ee Salary		Employee	Premium	S	Employ	ee Salary		Dedu	ctible		C	ut-of-Pock	et Maximi	ım
		<u>Plan A</u>	<u>Plan B</u>	Plan C	<u>Plan D</u>			<u>Plan A</u>	<u>Plan B</u>	<u>Plan C</u>	<u>Plan D</u>	<u>Plan A</u>	<u>Plan B</u>	<u>Plan C</u>	<u>Plan D</u>
\$ -	\$ 30,000	\$ 59	\$ 40	\$ 78	\$ 48	\$ -	\$ 30,000	\$ 275	\$ 700	\$ 1,300	\$ 275	\$ 1,775	\$ 3,000	\$ 2,500	\$ 1,775
\$ 30,001	\$ 60,000	\$ 81	\$ 48	\$ 78	\$ 69	\$ 30,001	\$ 60,000	\$ 375	\$ 700	\$ 1,300	\$ 375	\$ 2,225	\$ 3,000	\$ 2,500	\$ 2,225
\$ 60,001	\$ 90,000	\$ 122	\$ 66	\$ 78	\$ 104	\$ 60,001	\$ 90,000	\$ 575	\$ 1,200	\$ 1,300	\$ 575	\$ 2,825	\$ 3,000	\$ 2,500	\$ 2,825
\$ 90,001	\$ 120,000	\$ 176	\$ 95	\$ 78	\$ 149	\$ 90,001	\$ 120,000	\$ 675	\$ 1,200	\$ 1,300	\$ 675	\$ 2,975	\$ 3,000	\$ 2,500	\$ 2,975
\$ 120,001	+	\$ 204	\$ 120	\$ 78	\$ 174	\$ 120,001	+	\$ 775	\$ 1,200	\$ 1,300	\$ 775	\$ 3,225	\$ 3,000	\$ 2,500	\$ 3,225
									Emp	oloyee and	Child(ren)				
	Em	ployee and	d Child(ren)		Employ	ee Salary		Dedu	ctible		С	ut-of-Pock	et Maximi	ım
		<u>Plan A</u>	<u>Plan B</u>	<u>Plan C</u>	<u>Plan D</u>			<u>Plan A</u>	<u>Plan B</u>	<u>Plan C</u>	<u>Plan D</u>	<u>Plan A</u>	<u>Plan B</u>	<u>Plan C</u>	<u>Plan D</u>
\$ -	\$ 30,000	\$ 116	\$ 68	\$ 165	\$ 96	\$ -	\$ 30,000	\$ 550	\$ 1,400	\$ 2,600	\$ 550	\$ 3,550	\$ 6,000	\$ 5,000	\$ 3,550
\$ 30,001	\$ 60,000	\$ 146	\$ 79	\$ 165	\$ 122	\$ 30,001	\$ 60,000	\$ 750	\$ 1,400	\$ 2,600	\$ 750	\$ 4,450	\$ 6,000	\$ 5,000	\$ 4,450
\$ 60,001	\$ 90,000	\$ 233	\$ 136	\$ 165	\$ 197	\$ 60,001	\$ 90,000	\$ 1,150	\$ 2,400	\$ 2,600	\$ 1,150	\$ 5,650	\$ 6,000	\$ 5,000	\$ 5,650
\$ 90,001	\$ 120,000	\$ 338	\$ 209	\$ 165	\$ 286	\$ 90,001	\$ 120,000	\$ 1,350	\$ 2,400	\$ 2,600	\$ 1,350	\$ 5,950	\$ 6,000	\$ 5,000	\$ 5,950
\$ 120,001	+	\$ 384	\$ 245	\$ 165	\$ 325	\$ 120,001	+	\$ 1,550	\$ 2,400	\$ 2,600	\$ 1,550	\$ 6,450	\$ 6,000	\$ 5,000	\$ 6,450
									Empl	oyee and S	Spouse (TF	I)			
	Emp	lovee and	Spouse (TF	-I)		Employ	ee Salary		Dedu	ctible		C)ut-of-Pock	et Maximi	ım
	•	,										_	at or rock	cc maxiiii	4111
		<u>Plan A</u>	<u>Plan B</u>	<u>Plan C</u>	<u>Plan D</u>			<u>Plan A</u>	<u>Plan B</u>	<u>Plan C</u>	<u>Plan D</u>	<u>Plan A</u>	Plan B	Plan C	<u>Plan D</u>
\$ -	\$ 30,000	1	<u>Plan B</u> \$ 84	Plan C \$ 221	<u>Plan D</u> \$ 105	\$ -	\$ 30,000	<u>Plan A</u> \$ 550	<u>Plan B</u> \$ 1,400	<u>Plan C</u> \$ 2,600	<u>Plan D</u> \$ 550	_			
\$ - \$ 30,001		Plan A				\$ - \$ 30,001	\$ 30,000 \$ 60,000					<u>Plan A</u>	<u>Plan B</u>	<u>Plan C</u>	<u>Plan D</u>
T .	\$ 30,000	<u>Plan A</u> \$ 131	\$ 84	\$ 221	\$ 105		,	\$ 550	\$ 1,400	\$ 2,600	\$ 550	<u>Plan A</u> \$ 3,550	<u>Plan B</u> \$ 6,000	<u>Plan C</u> \$ 5,000	<u>Plan D</u> \$ 3,550
\$ 30,001	\$ 30,000 \$ 60,000	Plan A \$ 131 \$ 194	\$ 84 \$ 116	\$ 221 \$ 221	\$ 105 \$ 158	\$ 30,001	\$ 60,000	\$ 550 \$ 750	\$ 1,400 \$ 1,400	\$ 2,600 \$ 2,600	\$ 550 \$ 750	Plan A \$ 3,550 \$ 4,450	Plan B \$ 6,000 \$ 6,000	Plan C \$ 5,000 \$ 5,000	Plan D \$ 3,550 \$ 4,450
\$ 30,001 \$ 60,001 \$ 90,001	\$ 30,000 \$ 60,000 \$ 90,000	Plan A \$ 131 \$ 194 \$ 301	\$ 84 \$ 116 \$ 174	\$ 221 \$ 221 \$ 221	\$ 105 \$ 158 \$ 244	\$ 30,001 \$ 60,001	\$ 60,000 \$ 90,000 \$ 120,000	\$ 550 \$ 750 \$ 1,150	\$ 1,400 \$ 1,400 \$ 2,400	\$ 2,600 \$ 2,600 \$ 2,600	\$ 550 \$ 750 \$ 1,150	Plan A \$ 3,550 \$ 4,450 \$ 5,650	Plan B \$ 6,000 \$ 6,000 \$ 6,000	Plan C \$ 5,000 \$ 5,000 \$ 5,000	Plan D \$ 3,550 \$ 4,450 \$ 5,650
\$ 30,001 \$ 60,001 \$ 90,001	\$ 30,000 \$ 60,000 \$ 90,000 \$ 120,000	Plan A \$ 131 \$ 194 \$ 301 \$ 355	\$ 84 \$ 116 \$ 174 \$ 203	\$ 221 \$ 221 \$ 221 \$ 221	\$ 105 \$ 158 \$ 244 \$ 289	\$ 30,001 \$ 60,001 \$ 90,001	\$ 60,000 \$ 90,000 \$ 120,000	\$ 550 \$ 750 \$ 1,150 \$ 1,350	\$ 1,400 \$ 1,400 \$ 2,400 \$ 2,400	\$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600	\$ 550 \$ 750 \$ 1,150 \$ 1,350	Plan A \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950	Plan B \$ 6,000 \$ 6,000 \$ 6,000 \$ 6,000	Plan C \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000	Plan D \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950
\$ 30,001 \$ 60,001 \$ 90,001	\$ 30,000 \$ 60,000 \$ 90,000 \$ 120,000	Plan A \$ 131 \$ 194 \$ 301 \$ 355	\$ 84 \$ 116 \$ 174 \$ 203	\$ 221 \$ 221 \$ 221 \$ 221	\$ 105 \$ 158 \$ 244 \$ 289	\$ 30,001 \$ 60,001 \$ 90,001	\$ 60,000 \$ 90,000 \$ 120,000	\$ 550 \$ 750 \$ 1,150 \$ 1,350	\$ 1,400 \$ 1,400 \$ 2,400 \$ 2,400	\$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600	\$ 550 \$ 750 \$ 1,150 \$ 1,350 \$ 1,550	Plan A \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950	Plan B \$ 6,000 \$ 6,000 \$ 6,000 \$ 6,000	Plan C \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000	Plan D \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950
\$ 30,001 \$ 60,001 \$ 90,001	\$ 30,000 \$ 60,000 \$ 90,000 \$ 120,000	Plan A \$ 131 \$ 194 \$ 301 \$ 355	\$ 84 \$ 116 \$ 174 \$ 203 \$ 237	\$ 221 \$ 221 \$ 221 \$ 221	\$ 105 \$ 158 \$ 244 \$ 289	\$ 30,001 \$ 60,001 \$ 90,001 \$ 120,001	\$ 60,000 \$ 90,000 \$ 120,000	\$ 550 \$ 750 \$ 1,150 \$ 1,350	\$ 1,400 \$ 1,400 \$ 2,400 \$ 2,400 \$ 2,400	\$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600	\$ 550 \$ 750 \$ 1,150 \$ 1,350 \$ 1,550	Plan A \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950 \$ 6,450	Plan B \$ 6,000 \$ 6,000 \$ 6,000 \$ 6,000	Plan C \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000	Plan D \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950 \$ 6,450
\$ 30,001 \$ 60,001 \$ 90,001	\$ 30,000 \$ 60,000 \$ 90,000 \$ 120,000	Plan A \$ 131 \$ 194 \$ 301 \$ 355 \$ 398	\$ 84 \$ 116 \$ 174 \$ 203 \$ 237	\$ 221 \$ 221 \$ 221 \$ 221	\$ 105 \$ 158 \$ 244 \$ 289	\$ 30,001 \$ 60,001 \$ 90,001 \$ 120,001	\$ 60,000 \$ 90,000 \$ 120,000 +	\$ 550 \$ 750 \$ 1,150 \$ 1,350	\$ 1,400 \$ 1,400 \$ 2,400 \$ 2,400 \$ 2,400	\$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600 Family	\$ 550 \$ 750 \$ 1,150 \$ 1,350 \$ 1,550	Plan A \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950 \$ 6,450	Plan B \$ 6,000 \$ 6,000 \$ 6,000 \$ 6,000 \$ 6,000	Plan C \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000	Plan D \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950 \$ 6,450
\$ 30,001 \$ 60,001 \$ 90,001	\$ 30,000 \$ 60,000 \$ 90,000 \$ 120,000 +	Plan A \$ 131 \$ 194 \$ 301 \$ 355 \$ 398 Family Plan A \$ 188	\$ 84 \$ 116 \$ 174 \$ 203 \$ 237	\$ 221 \$ 221 \$ 221 \$ 221 \$ 221	\$ 105 \$ 158 \$ 244 \$ 289 \$ 326	\$ 30,001 \$ 60,001 \$ 90,001 \$ 120,001 Employ	\$ 60,000 \$ 90,000 \$ 120,000 + vee Salary \$ 30,000	\$ 550 \$ 750 \$ 1,150 \$ 1,350 \$ 1,550	\$ 1,400 \$ 1,400 \$ 2,400 \$ 2,400 \$ 2,400 Dedu Plan B \$ 1,400	\$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600 Family of tible Plan C \$ 2,600	\$ 550 \$ 750 \$ 1,150 \$ 1,350 \$ 1,550 (TFI)	Plan A \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950 \$ 6,450 Plan A \$ 3,550	Plan B \$ 6,000 \$ 6,000 \$ 6,000 \$ 6,000 \$ 6,000 Out-of-Pock Plan B \$ 6,000	Plan C \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 set Maximu Plan C \$ 5,000	Plan D \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950 \$ 6,450 mm Plan D \$ 3,550
\$ 30,001 \$ 60,001 \$ 90,001 \$ 120,001	\$ 30,000 \$ 60,000 \$ 90,000 \$ 120,000 +	Plan A \$ 131 \$ 194 \$ 301 \$ 355 \$ 398 Family Plan A	\$ 84 \$ 116 \$ 174 \$ 203 \$ 237 (TFI) Plan B	\$ 221 \$ 221 \$ 221 \$ 221 \$ 221	\$ 105 \$ 158 \$ 244 \$ 289 \$ 326	\$ 30,001 \$ 60,001 \$ 90,001 \$ 120,001	\$ 60,000 \$ 90,000 \$ 120,000 +	\$ 550 \$ 750 \$ 1,150 \$ 1,350 \$ 1,550	\$ 1,400 \$ 1,400 \$ 2,400 \$ 2,400 \$ 2,400 Dedu Plan B	\$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600 Family (ctible Plan C	\$ 550 \$ 750 \$ 1,150 \$ 1,350 \$ 1,550 (TFI)	Plan A \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950 \$ 6,450	Plan B \$ 6,000 \$ 6,000 \$ 6,000 \$ 6,000 \$ 0,000	Plan C \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 set Maximum Plan C	Plan D \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950 \$ 6,450
\$ 30,001 \$ 60,001 \$ 90,001 \$ 120,001	\$ 30,000 \$ 60,000 \$ 90,000 \$ 120,000 + \$ 30,000 \$ 60,000 \$ 90,000	Plan A \$ 131 \$ 194 \$ 301 \$ 355 \$ 398 Family Plan A \$ 188	\$ 84 \$ 116 \$ 174 \$ 203 \$ 237 (TFI) Plan B \$ 112	\$ 221 \$ 221 \$ 221 \$ 221 \$ 221 \$ 221	\$ 105 \$ 158 \$ 244 \$ 289 \$ 326 Plan D \$ 153	\$ 30,001 \$ 60,001 \$ 90,001 \$ 120,001 Employ	\$ 60,000 \$ 90,000 \$ 120,000 + //ee Salary \$ 30,000 \$ 60,000 \$ 90,000	\$ 550 \$ 750 \$ 1,150 \$ 1,350 \$ 1,550 Plan A \$ 550	\$ 1,400 \$ 1,400 \$ 2,400 \$ 2,400 \$ 2,400 Dedu Plan B \$ 1,400 \$ 1,400 \$ 2,400	\$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600 Ctible Plan C \$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600	\$ 550 \$ 750 \$ 1,150 \$ 1,350 \$ 1,550 (TFI) Plan D \$ 550 \$ 750 \$ 1,150	Plan A \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950 \$ 6,450 Plan A \$ 3,550 \$ 4,450 \$ 5,650	Plan B \$ 6,000 \$ 6,000 \$ 6,000 \$ 6,000 \$ 6,000 Out-of-Pock Plan B \$ 6,000	Plan C \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000	Plan D \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950 \$ 6,450 mm Plan D \$ 3,550 \$ 4,450 \$ 5,650
\$ 30,001 \$ 60,001 \$ 90,001 \$ 120,001 \$ - \$ 30,001	\$ 30,000 \$ 60,000 \$ 90,000 \$ 120,000 + \$ 30,000 \$ 60,000	Plan A \$ 131 \$ 194 \$ 301 \$ 355 \$ 398 Family Plan A \$ 188 \$ 259	\$ 84 \$ 116 \$ 174 \$ 203 \$ 237 (TFI) Plan B \$ 112 \$ 147	\$ 221 \$ 221 \$ 221 \$ 221 \$ 221 \$ 221 \$ 308 \$ 308	\$ 105 \$ 158 \$ 244 \$ 289 \$ 326 Plan D \$ 153 \$ 211	\$ 30,001 \$ 60,001 \$ 90,001 \$ 120,001 Employ \$ - \$ 30,001	\$ 60,000 \$ 90,000 \$ 120,000 + vee Salary \$ 30,000 \$ 60,000	\$ 550 \$ 750 \$ 1,150 \$ 1,350 \$ 1,550 Plan A \$ 550 \$ 750	\$ 1,400 \$ 1,400 \$ 2,400 \$ 2,400 \$ 2,400 Dedu Plan B \$ 1,400 \$ 1,400	\$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600 Family of tible Plan C \$ 2,600 \$ 2,600	\$ 550 \$ 750 \$ 1,150 \$ 1,350 \$ 1,550 (TFI) Plan D \$ 550 \$ 750	Plan A \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950 \$ 6,450 Plan A \$ 3,550 \$ 4,450	Plan B \$ 6,000 \$ 6,000 \$ 6,000 \$ 6,000 \$ 6,000 Out-of-Pock Plan B \$ 6,000 \$ 6,000	Plan C \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 Set Maximo Plan C \$ 5,000 \$ 5,000	Plan D \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950 \$ 6,450 mm Plan D \$ 3,550 \$ 4,450
\$ 30,001 \$ 60,001 \$ 90,001 \$ 120,001 \$ - \$ 30,001 \$ 60,001 \$ 90,001	\$ 30,000 \$ 60,000 \$ 90,000 \$ 120,000 + \$ 30,000 \$ 60,000 \$ 90,000 \$ 120,000	Plan A \$ 131 \$ 194 \$ 301 \$ 355 \$ 398 Family Plan A \$ 188 \$ 259 \$ 412 \$ 517	\$ 84 \$ 116 \$ 174 \$ 203 \$ 237 (TFI) Plan B \$ 112 \$ 147 \$ 244 \$ 317	\$ 221 \$ 221 \$ 221 \$ 221 \$ 221 \$ 221 \$ 308 \$ 308 \$ 308	\$ 105 \$ 158 \$ 244 \$ 289 \$ 326 Plan D \$ 153 \$ 211 \$ 337 \$ 426	\$ 30,001 \$ 60,001 \$ 90,001 \$ 120,001 \$ - \$ 30,001 \$ 60,001 \$ 90,001	\$ 60,000 \$ 90,000 \$ 120,000 + vee Salary \$ 30,000 \$ 60,000 \$ 90,000 \$ 120,000	\$ 550 \$ 750 \$ 1,150 \$ 1,350 \$ 1,550 \$ 1,550 Plan A \$ 550 \$ 750 \$ 1,150 \$ 1,350	\$ 1,400 \$ 1,400 \$ 2,400 \$ 2,400 \$ 2,400 Dedu Plan B \$ 1,400 \$ 1,400 \$ 2,400 \$ 2,400	\$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600 Ctible Plan C \$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600	\$ 550 \$ 750 \$ 1,150 \$ 1,350 \$ 1,550 (TFI) Plan D \$ 550 \$ 750 \$ 1,150 \$ 1,350	Plan A \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950 \$ 6,450 Plan A \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950	Plan B \$ 6,000 \$ 6,000 \$ 6,000 \$ 6,000 \$ 6,000 Out-of-Pock Plan B \$ 6,000 \$ 6,000 \$ 6,000	Plan C \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000	Plan D \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950 \$ 6,450 mm Plan D \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950
\$ 30,001 \$ 60,001 \$ 90,001 \$ 120,001 \$ - \$ 30,001 \$ 60,001	\$ 30,000 \$ 60,000 \$ 90,000 \$ 120,000 + \$ 30,000 \$ 60,000 \$ 90,000 \$ 120,000	Plan A \$ 131 \$ 194 \$ 301 \$ 355 \$ 398 Family Plan A \$ 188 \$ 259 \$ 412	\$ 84 \$ 116 \$ 174 \$ 203 \$ 237 (TFI) Plan B \$ 112 \$ 147 \$ 244	\$ 221 \$ 221 \$ 221 \$ 221 \$ 221 \$ 221 \$ 308 \$ 308 \$ 308	\$ 105 \$ 158 \$ 244 \$ 289 \$ 326 Plan D \$ 153 \$ 211 \$ 337	\$ 30,001 \$ 60,001 \$ 90,001 \$ 120,001 \$ - \$ 30,001 \$ 60,001	\$ 60,000 \$ 90,000 \$ 120,000 + vee Salary \$ 30,000 \$ 60,000 \$ 90,000 \$ 120,000	\$ 550 \$ 750 \$ 1,150 \$ 1,350 \$ 1,550 Plan A \$ 550 \$ 750 \$ 1,150	\$ 1,400 \$ 1,400 \$ 2,400 \$ 2,400 \$ 2,400 Dedu Plan B \$ 1,400 \$ 1,400 \$ 2,400	\$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600 Ctible Plan C \$ 2,600 \$ 2,600 \$ 2,600 \$ 2,600	\$ 550 \$ 750 \$ 1,150 \$ 1,350 \$ 1,550 (TFI) Plan D \$ 550 \$ 750 \$ 1,150	Plan A \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950 \$ 6,450 Plan A \$ 3,550 \$ 4,450 \$ 5,650	Plan B \$ 6,000 \$ 6,000 \$ 6,000 \$ 6,000 \$ 6,000 Out-of-Pock Plan B \$ 6,000 \$ 6,000 \$ 6,000	Plan C \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000 \$ 5,000	Plan D \$ 3,550 \$ 4,450 \$ 5,650 \$ 5,950 \$ 6,450 mm Plan D \$ 3,550 \$ 4,450 \$ 5,650

Non-Medicare Retiree and Special Medicare Plan Proposal

- 2% Rate Increase
 - Recommendation: 0% Rate Increase
- Remove pharmacy deductible (plan A, B, D)
 - Recommendation: Keep the pharmacy deductible as is
- Change pharmacy 2nd tier, Preferred Brand, from \$25/\$30 to 30% coinsurance (\$25 minimum, \$100 maximum per 30-day script)
 - 90-day supply of Preferred Brand would be 30% coinsurance (\$50 minimum and \$200 maximum
 - Recommendation: Change 2nd Tier, Preferred Brand from \$25/\$30 to 20%
 Coinsurance (\$25 minimum, \$50 maximum per 30-day script or \$50 minimum, \$100
 maximum for a 90-day script)
- Pay by Person
 - Recommendation: No

Medicare Retiree Proposal (Humana)

- 2% Rate Increase
 - Recommendation: 0% Rate Increase
- Increase Generic tier from \$5 to \$10
 - Recommendation: Yes
- Remove pharmacy deductible (plan 1, 2)
 - Recommendation: Keep the pharmacy deductible as is
- Change pharmacy 2nd tier, Preferred Brand, from \$15to 30% coinsurance (\$25 minimum, \$100 maximum per 30-day script)
 - 90-day supply of Preferred Brand would be 30% coinsurance (\$50 minimum and \$200 maximum)
 - Recommendation: Change 2nd Tier, Preferred Brand from \$15 to \$25 for a 30-day script or \$50 for a 90-day script
 - Pay by Person
 - Recommendation: No

Retiree Assistance

- Remove pharmacy deductible (plan A, B, D)
 - Recommendation: Keep the pharmacy deductible as is
- Change pharmacy 2nd tier, Preferred Brand, from \$25/\$30 to 30% coinsurance (\$25 minimum, \$100 maximum per 30-day script)
 - 90-day supply of Preferred Brand would be 30% coinsurance (\$50 minimum and \$200 maximum)
 - Recommendation: Change 2nd Tier, Preferred Brand from \$15 to \$25 for a 30day script or \$50 for a 90-day script
- Pay by Person
 - Recommendation: No

Healthy Tomorrows Future

- New wellness vendor: Humana Go365
- Next phase of the Healthy Tomorrows program
 - Those who met the Healthy Tomorrows goals for this plan year don't have to submit bloodwork by 5/15/18
 - Those who DIDN'T meet the Healthy Tomorrows goals for this year MUST submit bloodwork within range (or have a doc's statement that they can't) by 5/15/18 or pay \$500 penalty deductible and \$25 extra premium per month
 - Go365 website will be open for you to try in January
 - Start earning points in July
- Active employees and non-Medicare retirees only
 - Policyholders only no spouses or dependents required
 - Recommendation: Keep healthy tomorrows as structured and remove the healthy food option





Healthy Tomorrows is adding incentives!

Program transition details for January-June 2018

If you **met** the Healthy Tomorrows requirements for 7/1/17

If you **have not** met the **Healthy Tomorrows** requirements for 7/1/17

ALL EMPLOYEES Beginning 1/1/18

Congratulations!

There is still work to do!

• You **still need** to Complete

Healthy Tomorrows form & be in

Go Play with Go365!

Learn the program

• You do not need to submit a Healthy Tomorrows form by May 15, 2018.

premium increase starting July

2018 (for the 2019 Plan Year).

- range by May 15, 2018 • You will not be charged the \$500 penalty deductible or the \$25/mo
 - If you do not, you will incur a \$500 penalty deductible and pay \$25/mo premium increase

starting July 1, 2018

 Have fun, build experience, and earn additional rewards for healthy activities including Amazon gift cards and fitness devices.

To get started with Go365 visit https://www.go365.com/ or download the Go365 app from your Android or iTunes App Store

Four-Year Healthy Tomorrows Strategy



Year 4 Year 6 Year 5 Year 7 7/1/2018 - 6/30/2019 7/1/2019 - 6/30/2020 7/1/2020 - 6/30/2021 7/1/2021 - 6/30/2022 To avoid penalty the following year*: Earn 8,000 Points Earn Earn Earn **AND** 8,000 Points 3,000 Points **5,000 Points** be Negative for By May 15, 2019 by May 15, 2020 by May 15, 2021 Metabolic Syndrome** by May 15, 2022.

*In order to avoid \$500 deductible increase and \$25 monthly premium increase.

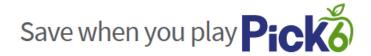
^{**}Metabolic Risk Syndrome is a cluster of conditions – increased blood pressure, a high blood sugar level, excess body fat around the waist and abnormal cholesterol levels – that occur together, increasing the risk of heart disease, stroke and diabetes. To be negative for metabolic syndrome a member must have at least 3 of the 5 risk factors in a healthy range (weight, cholesterol, triglycerides, blood pressure, and blood glucose).

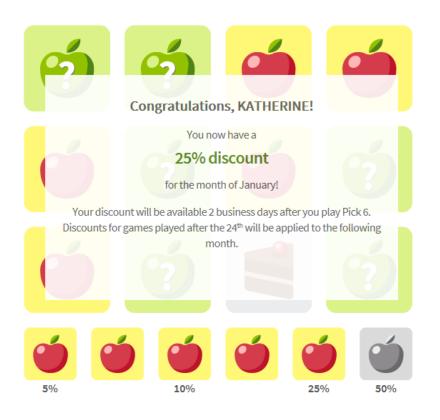
Healthy Food Program





Recommendation: Remove the healthy food program







- 1. Play games Web or Go365 app once a month
- 2. Discounts range between 5 and 50%
- Look for healthy food items with a symbol at Walmart
- 4. At register, show your membership and receive your discount on healthy food items

WV PEIA Local Fund Financial Plan FY 2018 - FY 2022



		2018		2019		2020		2021		2022
Local Fund Premium Increase	\$	6,600,000	\$	-	\$	10,000,000	\$	19,000,000	\$	18,500,000
Increase		7.4%		0.0%		8.2%		14.4%		12.2%
Board Decision Benefit Reduction - Active Local Medical	\$	5,560,000	\$	-	\$	-	\$	-	\$	-
Board Decision Benefit Reduction - Active Local Drugs	\$	1,614,000	\$	1,000,000	\$	-	\$	-	\$	-
PPACA Reinsurance Contributions (Cost)	\$	-	\$	-	\$	-	\$	-	\$	-
PPACA Comparative Effectiveness Research Fees (Cost)	\$	(49,352)	\$	(48,781)	\$	-	\$	-	\$	-
Pay Go Premium Transfer	\$	27,747,031	\$	27,312,033	\$	28,955,619	\$	31,306,645	\$	33,880,297
Local Fund	╈	2018		2019		2020		2021		2022
Beginning Reserve		37,838,456		39,872,496		34,241,372		27,313,232		26,117,430
Fiscal Year Results		2,034,041		(5,631,123)		(6,928,141)		(1,195,801)		2,692,809
Ending Reserve	l_	39,872,497	_	34,241,373	_	27,313,231	_	26,117,431	_	28,810,239
Minimum Actuarial Reserve Required	I _	19,191,901	_	20,775,215	_	22,918,685		25,426,498		28,390,591
PEIA/RHBT Expenses		139,889,341		151,547,360		167,494,787		186,244,065		208,481,297
Reserve as a Percent of Expenses	┖	29%		23%		16%		14%		14%
Growth In Program Expenses		2.2%		5.9%		8.3%		9.2%		9.5%

WV PEIA State Fund Financial Plan FY 2018 - FY 2022



19

		2018		2019		2020		2021		2022
Additional Employer Premium	\$	-	\$	10,000,000	\$	33,000,000	\$	62,500,000	\$	72,000,000
Increase	L	0.0%		2.0%	l	6.4%		11.3%		11.79
Employee Premium	\$	-	\$	500,000	\$	8,300,000	\$	15,600,000	\$	18,000,000
Increase	L	0.0%		0.5%	l	6.4%		11.3%		11.79
State Direct Transfer	\$	10,000,000	\$	10,000,000	\$	10,000,000	\$	-	\$	-
Board Decision Benefit Reduction - Active State Medical	\$	23,887,000	\$	-	\$	-	\$	-	\$	-
Board Decision Benefit Reduction - Active State Drugs	\$	7,878,000	\$	5,100,000	\$	-	\$	-	\$	-
PPACA Reinsurance Contributions (Cost)	\$	-	\$	-	\$	-	\$	-	\$	-
PPACA Comparative Effectiveness Research Fees (Cost)	\$	(273,235)	\$	(271,780)	\$	-	\$	-	\$	-
Pay Go Premium Transfer	\$	132,252,969	\$	126,687,967	\$	131,044,381	\$	138,693,355	\$	146,119,703
State Fund	H	2018		2019	┢	2020		2021		202
Beginning Reserve	L	111,205,735		138,950,799	l	142,041,828		132,551,516		126,748,184
Fiscal Year Results	ı	27,745,064		3,091,028	l	(9,490,311)		(5,803,333)		13,901,500
Ending Reserve	I_{-}	138,950,799	_	142,041,827	l _	132,551,517	_	126,748,183	_	140,649,684
Minimum Actuarial Reserve Required	l_	97,405,190	_	104,605,098	l _	114,549,472	_	126,205,351	_	139,659,761
PEIA/RHBT Expenses		713,940,368		766,435,788		839,559,189		925,670,645	1	,025,009,608
Reserve as a Percent of Expenses	L	19%		19%	L	16%		14%		149
State Share	Т	79.7%		80.0%		80.0%		80.0%		80.09
Employee Share	L	20.3%		20.0%		20.0%		20.0%		20.09
Growth In Program Expenses		0.1%		5.4%		7.8%		8.7%		9.0%

WV RHBT Non-Medicare Fund Financial Plan FY 2018 - FY 2022



	2018	2019	2020	2021	2022
Retiree Premium Increase- Non-Medicare (Fiscal Year)	\$ 386,430	\$ 0	\$ 3,994,714	\$ 7,389,490	\$ 10,513,138
Increase	4.0%	0.0%	8.1%	13.2%	15.8%
General Revenue Transfer (OPEB Funding)	\$ 12,162,311	\$ 12,238,440	\$ 12,243,738	\$ 12,361,395	\$ 12,067,617
General Revenue Transfer (Premium Offset)	\$ 2,027,052	\$ 2,039,740	\$ 2,040,623	\$ 2,060,232	\$ -
Board Decision Benefit Reduction - Retiree Non-Medicare	\$ 3,400,000	\$ 300,000	\$ -	\$ -	\$ -
Reinsurance Contributions (Cost)	\$ -	\$ -	\$ -	\$ -	\$ -
Comparative Effectiveness Research Fees (Cost)	\$ (7,124)	\$ (6,952)	\$ -	\$ -	\$ -
Pay Go Premium Transfer	\$ 56,213,624	\$ 51,431,795	\$ 54,421,345	\$ 55,943,353	\$ 57,932,368

Non-Medicare Fund	201	8	2019	2020	2021	2022
Beginning Reserve	\$ 385,686,017	\$ 4	433,448,462	\$ 472,786,196	\$ 514,309,250	\$ 558,557,281
Fiscal Year Results	45,737,465		39,337,734	41,523,055	44,248,031	46,783,755
Ending Total Reserve	433,448,462		472,786,196	514,309,250	558,557,281	605,341,036
Ending Premium Stabilization Reserve	\$ -	\$	-	\$ -	\$ -	\$ -
Growth In Program Expenses	0.7%	6	9.0%	9.6%	10.1%	10.6%

Continuing Care Actuaries Prepared 12/5/2017

WV RHBT Medicare Fund Financial Plan CY 2018 - CY 2022



21

		2018	2019	Γ	2020	<u>2021</u>	2022
Retiree Premium Increase - Medicare (Calendar Year)	\$	2,058,659	\$ 909,076	\$	16,316,126	\$ 21,807,434	\$ 29,428,310
Increase		2.4%	0.0%		29.2%	29.9%	30.7%
General Revenue Transfer (OPEB Funding)	\$	17,799,625	\$ 17,758,911	\$	17,697,434	\$ 17,785,494	\$ 18,048,687
General Revenue Transfer (Premium Offset)	\$	2,966,604	\$ 2,959,819	\$	2,949,572	\$ 1,469,884	\$ -
Board Decision Benefit Reduction - Humana MAPD (Calendar Year)	\$	20,500,000	\$ 1,920,000	\$	-	\$ -	\$ -
Board Decision Benefit Reduction - Retiree Medicare	\$	-	\$ 100,000	\$	-	\$ -	\$ -
Reinsurance Contributions (Cost)	\$	-	\$ -	\$	-	\$ -	\$ -
Comparative Effectiveness Research Fees (Cost)	\$	(25,512)	\$ (12,974)	\$	-	\$ -	\$ -
Pay Go Premium Transfer	\$	103,177,291	\$ 104,073,430	\$	109,817,651	\$ 118,062,140	\$ 124,306,410
Medicare Fund (Calendar Year)	Г	2018	2019	Г	2020	2021	2022
Beginning Reserve	\$	477,917,899	540,703,663		591,446,256	\$ 643,225,248	\$ 698,121,689
Fiscal Year Results		62,785,764	50,742,593	l	51,778,992	54,896,440	58,398,818
Ending Total Reserve		540,703,663	591,446,256	l	643,225,248	698,121,689	756,520,507
Ending Premium Stabilization Reserve	\$	-	\$ -	\$	-	\$ -	\$ -
Growth In Program Expenses		-1.5%	11.4%		14.2%	14.8%	15.4%
Retiree Subsidy Percent Paid By Retiree	\$	102,438,428 32.4%	119,188,598 29.6%	\$	127,489,020 34.2%	\$ 134,989,911 39.4%	\$ 140,537,192 45.4%

Continuing Care Actuaries Prepared 12/5/2017

Public Comment

John Myers Chairman



Old Business

New Business

Schedule Next Meeting March 22, 2018

John Myers Chairman

Adjourn

John Myers Chairman



If you want to request a copy of today's meeting materials, please contact:

Tammy Scarberry (304) 957-2620 Tammy.R.Scarberry@wv.gov